



Human Resources Today  
**Expert Insights. Personalized for you.**

# UPSKILLING HR: FUTURE-PROOF YOUR HR CAREER

W/ JEANNE ACHILLE

CEO, THE DEVON GROUP



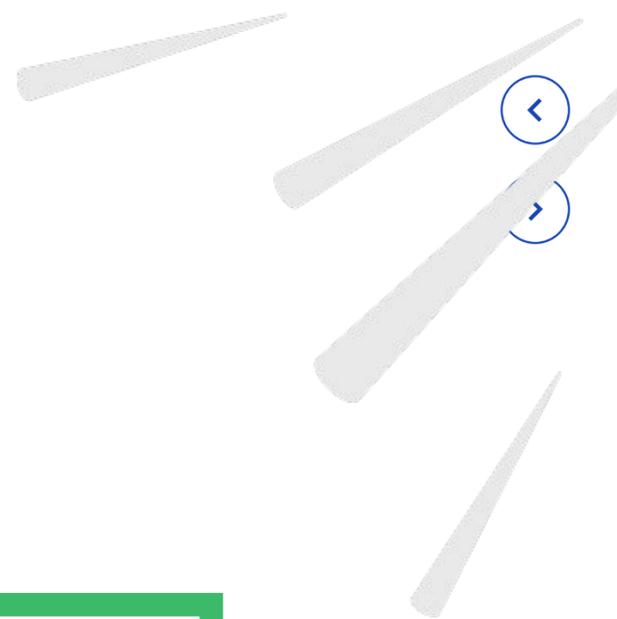
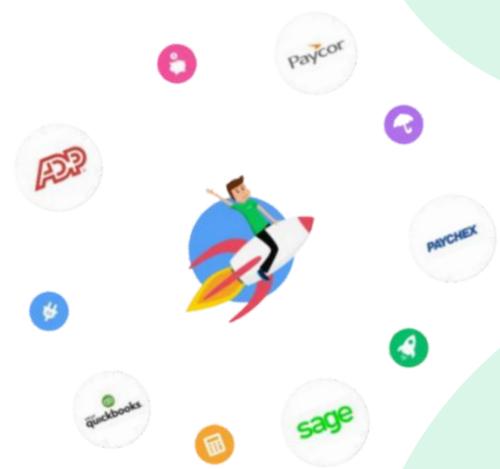
**Rayvonne Carter**  
Webinar Coordinator,  
Human Resources Today



UPSKILLING  
**NEW SKILLS**  
RESKILLING

TUESDAY, SEPTEMBER 22 2022

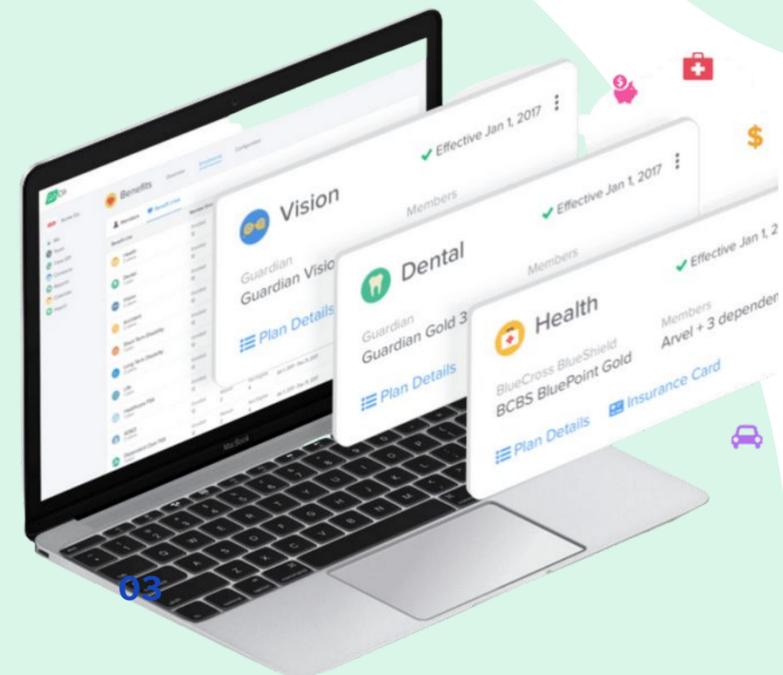
9:30 AM PDT | 12:30 PM EDT | 5:30 PM BST



Our mission at GoCo is to help small businesses spend less time on manual, painful, and complex HR tasks, so they can focus on growing happier, more productive teams. We hope by doing so, we can empower companies to focus on their own employees and mission.

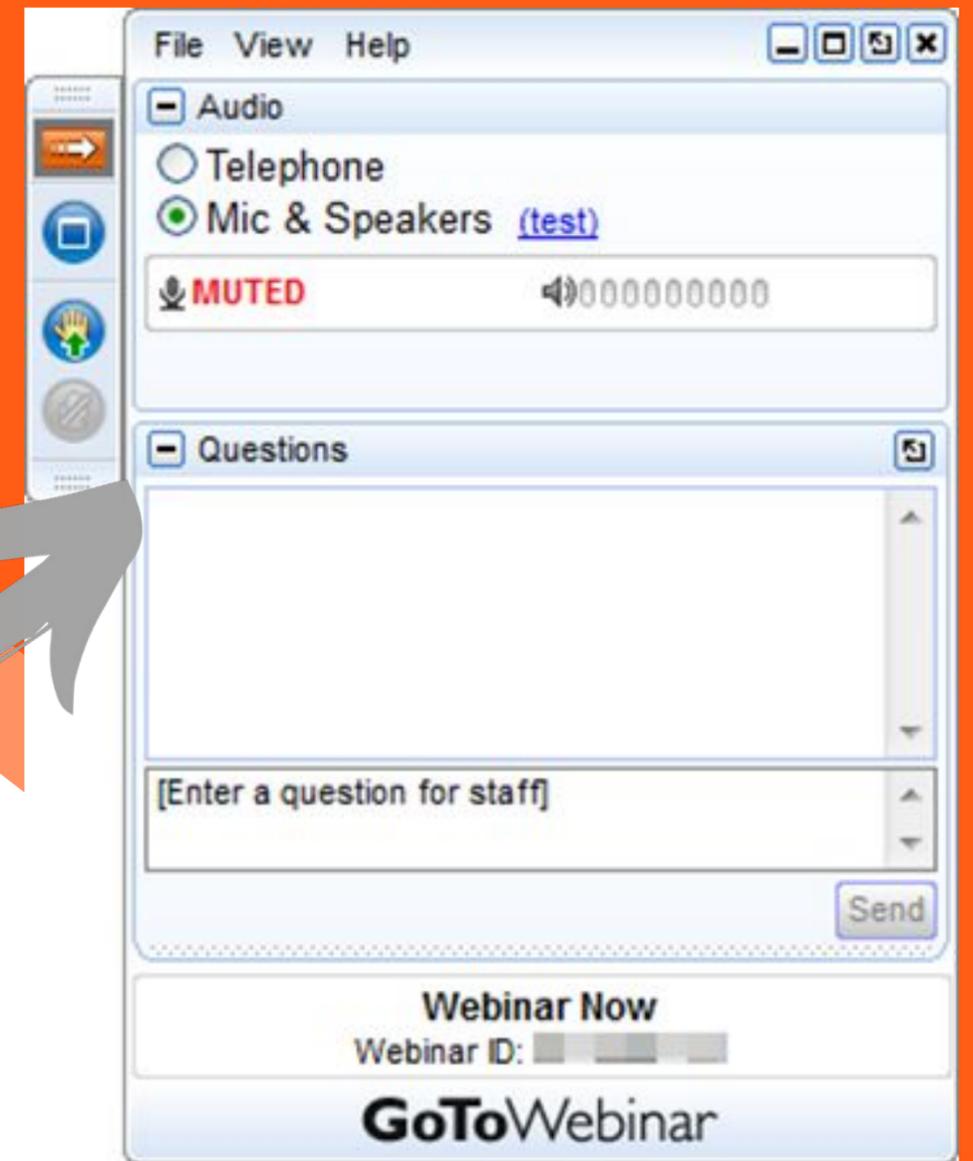
Backed by notable investors such as Salesforce Ventures and featured as the #1 HR platform in Forbes, Huffington Post, and Entrepreneur Magazine, GoCo is delivering a more delightful workplace to thousands of businesses and their employees.

Learn more about what separates us from the pack at





Click on the **Questions** panel  
to  
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# UPSKILLING HR: FUTURE-PROOF YOUR HR CAREER



**JEANNE ACHILLE**

CEO, The Devon Group

In 2021, there were approximately 805,080 human resources workers in the United States. And the number of human resources workers in the United States is predicted to increase to 840,120 by 2025.

Most entry-level HR professionals have a bachelor's degree in business administration, HR, organizational development or a related field.

U.S. News & World Report ranks HR as #16 among best business jobs.

Yet, there is really no way to be fully prepared for what lies ahead...



Among HR's responsibilities:

- Internal Communication
- Enterprise Collaboration
- Worker Engagement
- Recognition and rewards
- Learning and development
- HR technology solutions
- Reporting and analytics
- Talent acquisition
- Performance management
- Workforce planning
- Job analysis
- Offboarding
- Pay transparency
- DEI programs
- Mergers & Acquisitions



- Average salary for an HR manager in the U.S. is \$76,931
- Average salary for a director of HR in the U.S. is \$94,969
- Average salary for a VP of HR in the U.S. is \$135,402 + \$35,000 in profit sharing per year

*Compensation statistics retrieved from Indeed.com*





# Who Does HR Support in Your Organization?

- The business
- The leadership team
- The workforce

- 75% of leaders say the evolving role of HR is important for them
- 75% of HR professionals say that HR's accountability will undergo expansion
- 84% of professionals say they need to rethink their workforce experience to improve productivity

*Source: Deloitte Insights*

The background features a light gray gradient with a large white diamond shape in the center. A decorative wave of multi-colored dots (pink, purple, blue, green, yellow, orange, red) flows across the image, passing through the diamond. The text is centered within the white diamond.

**The Nature of Work  
is Changing**





**Skills Win  
The Game**



# What Skills Will Ensure Your Career Growth?

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- Communication and Interpersonal Skills
- Strategic Thinking & Planning
- Employee & Labor Relations
- Business Management
- Compliance & Risk Management
- Talent Planning & Acquisition
- Compensation & Benefits
- Learning & Development

# Higher Education: Exec Ed & Graduate Programs



## **CHRO Executive Education Programs**

Change Management  
Analytics and Technologies  
Strategy Creation



## **M.S. Human Resource Management**

Organizational culture  
Talent Management  
Total Rewards  
Learning and Development



# Professional Certifications

- HRCI
  - Global standard for HR expertise
  - Eight global certifications
  - Individual and team certifications
  - Recertification programs and webinars
  - Features certification for military HR
  - Digital badges
- SHRM
  - Similar offerings
  - Local chapters for networking

# Mentorships



DEVELOPS POTENTIAL HR LEADERS



SUPPORTS A CULTURE OF  
DEVELOPMENT AND OPPORTUNITY



REDUCES ISOLATION AND  
IMPROVES COLLABORATION



# Goal Setting

- Create your own vision statement
- Roleplay what your next steps are
- Job shadow or buddy system
- Roadmap upskilling journey



# Q&A

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